Why a Policy Forum?

To gather feedback from key stakeholders to better inform the 2016-2020 Strategic Agenda for Kentucky Postsecondary and Adult Education.

Stronger by Degrees

Diversity Definition:

- An inclusive community of people with varied human characteristics, ideas, and world views related, but not limited, to race, ethnicity, sexual orientation, gender, gender identity, gender presentation, religion, color, creed, national origin, age, disabilities, socio-economic status, life experiences, geographical region, or ancestry.
- Diversity expects the creation of a safe, supportive, and nurturing campus environment that honors and respects those differences.

KY's Diversity History

- 1949: UK admits first African American.
- 1960-63: The Commission on Human Rights established by legislature and created by Governor Combs.
- 1964: March on Capitol in Frankfort - President Johnson asks Kentucky Governor to help pass the Federal Civil Rights Law. Governor Breathitt appointed to Federal Civil Rights Commission.
- 1966: Kentucky enacts Civil Rights Law – first state south of the Mason-Dixon.
- 1966: KCHR given responsibility to oversee Civil Rights Law implementation.

KY's Diversity History

- 1979: Kentucky is notified that its higher education system retains remnants of the de jure segregation policy.

- 1982-2008: CPE develops the Commonwealth of Kentucky Higher Education Desegregation Plan/Operate under Partnership Agreement.

- 2009: Kentucky released from Partnership Agreement with OCR.

- Fall 2010: Kentucky Public Postsecondary Education Diversity Policy And Framework for Institution Diversity Plan Development adopted.

equality

equity
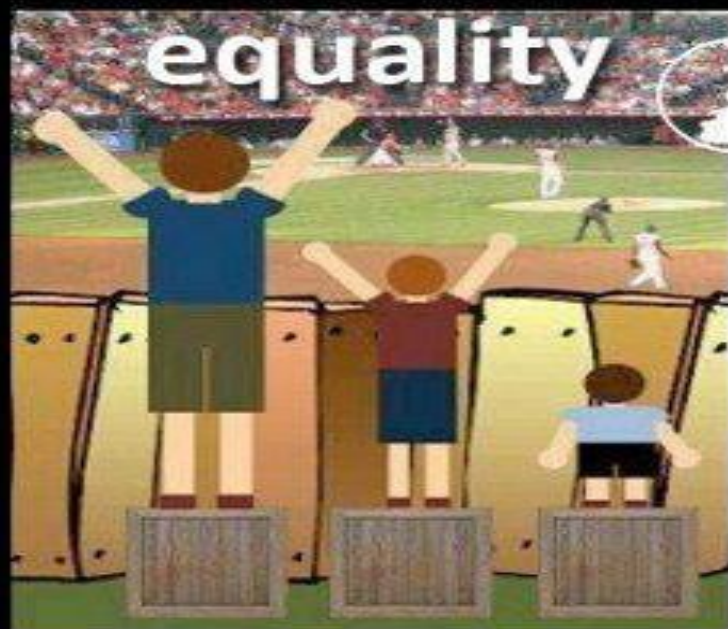
Equality = SAMENESS

Equity = FAIRNESS

Equality is about SAMENESS, it promotes fairness and justice by giving everyone the same thing.

BUT it can **only work IF everyone starts from the SAME place,** in this example equality only works if everyone is the same height.
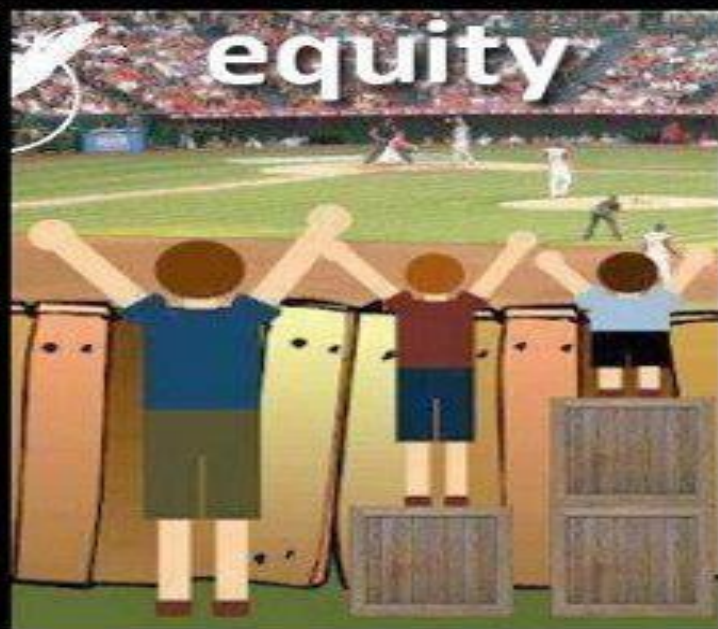
EQUITY is about FAIRNESS, it's about making sure people get access to the same opportunities.
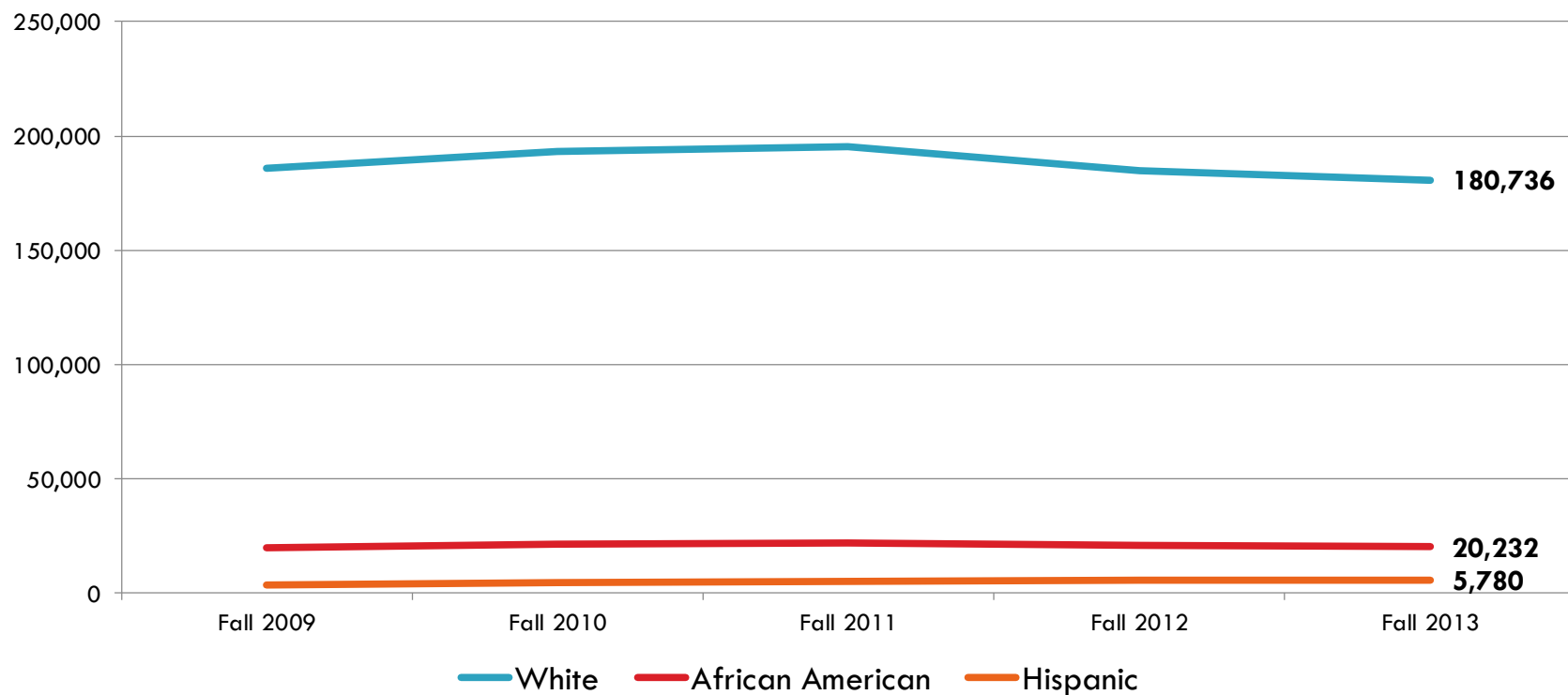
Sometimes our differences and/or history, can create barriers to participation, so we must **FIRST ensure EQUITY** before we can enjoy equality.

Diversity Challenges

- Close Achievement Gaps
  - Postsecondary Enrollment
  - College Readiness
  - College Completion
- Improve Cultural Competency
- Improve Participation of Men of Color

Undergraduate Enrollment by Race/Ethnicity

Chart showing undergraduate enrollment by race/ethnicity from Fall 2009 to Fall 2013:
- White: 180,736 (Fall 2013)
- African American: 20,232 (Fall 2013)
- Hispanic: 5,780 (Fall 2013)
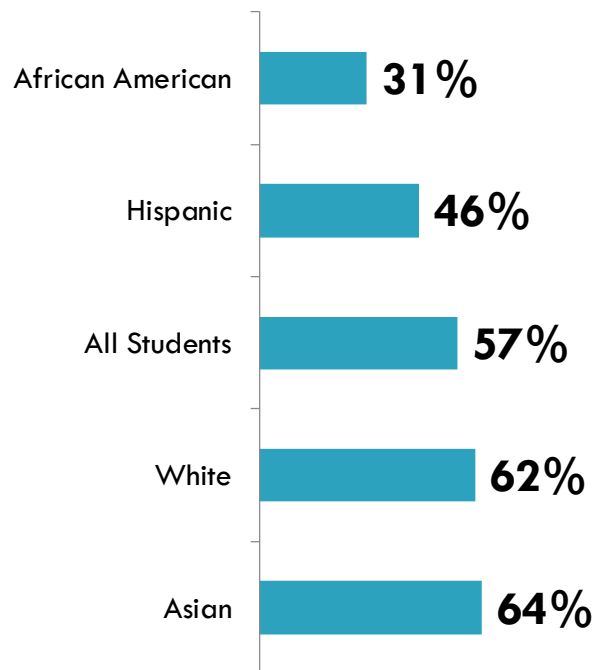
Legend: White, African American, Hispanic

Source: CPE Comprehensive Database (KPEDS), 2009-13.

Percent Meeting ACT College Readiness Benchmarks

ACT English (18)

African American	31%
Hispanic	46%
All Students	57%
White	62%
Asian	64%

ACT Math (19)

African-American	10%
Hispanic	23%
All Students	30%
White	33%
Asian	58%

ACT Reading (20)

African American	13%
Hispanic	27%
All Students	36%
White	40%
Asian	44%
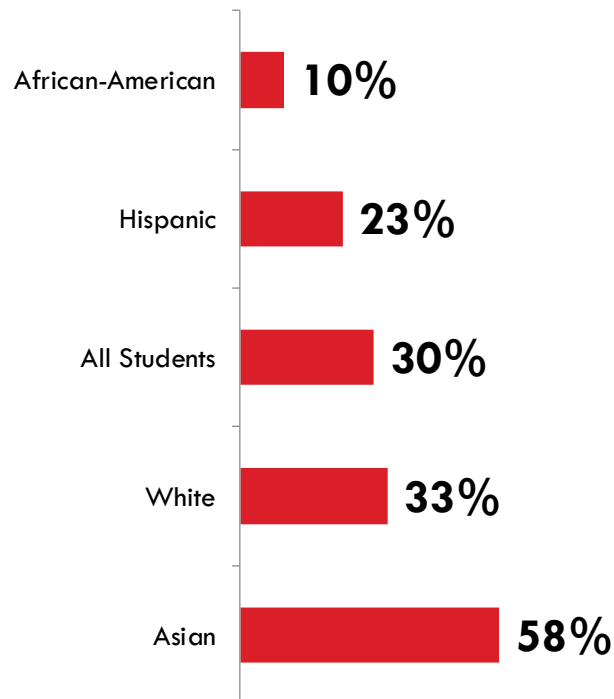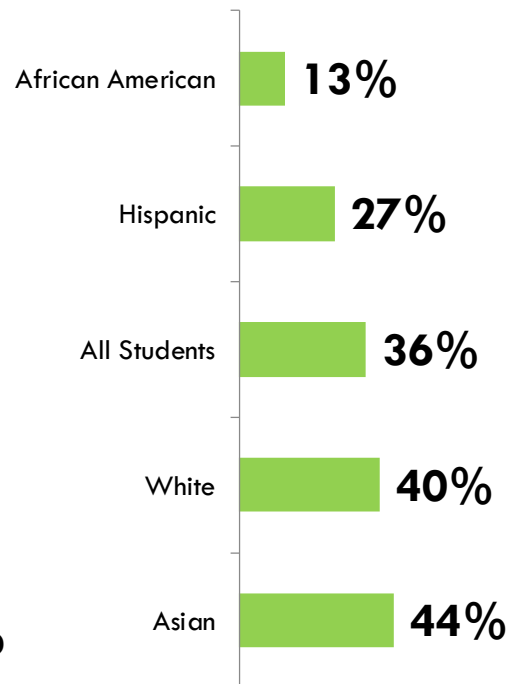
Source: "The Condition of Career and College Readiness in Kentucky," ACT, 2013.

Graduation Rate Gaps (2 Yr.)

Chart: Graduation Rate Gaps by year and group

2010-11
- KY Average: 13.6%
- Low-Income: 10.9%
- Underprepared: 11.3%
- Underrepresented Minority: 7.3%

2011-12
- KY Average: 13.1%
- Low-Income: 11.7%
- Underprepared: 8.9%
- Underrepresented Minority: 7.7%

2012-13
- KY Average: 12.8%
- Low-Income: 10.4%
- Underprepared: 8.6%
- Underrepresented Minority: 6.8%

Legend: KY Average | Low-Income | Underprepared | Underrepresented Minority
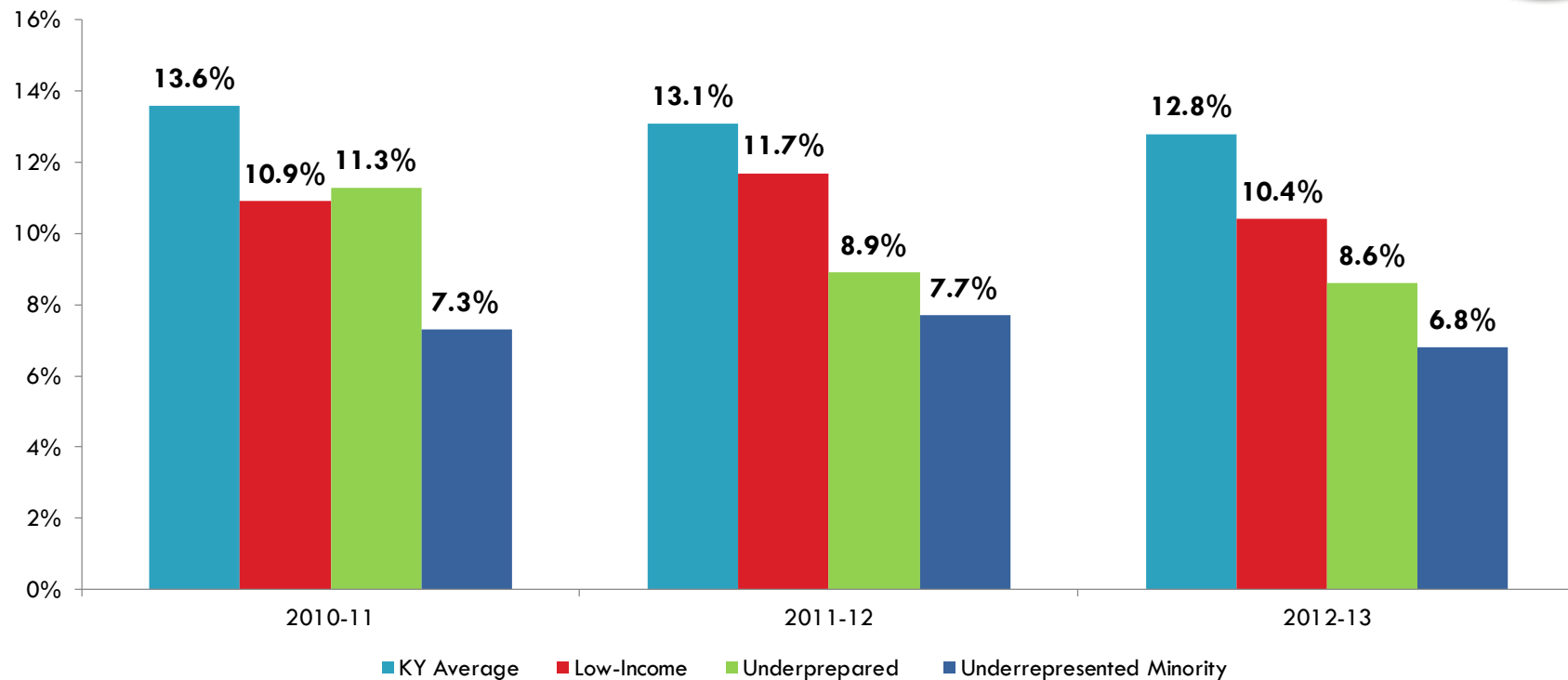
Source: CPE Comprehensive Database (KPEDS), 2011-13.

Graduation Rate Gaps (4 Yr.)

Chart: Graduation Rate Gaps (4 Yr.)

	2010-11	2011-12	2012-13
KY Average	48.2%	48.2%	48.9%
Underrepresented Minority	36.0%	33.6%	33.3%
Low-Income	34.5%	34.5%	36.6%
Underprepared	29.2%	28.6%	27.8%

Legend: ■ KY Average ■ Underrepresented Minority ■ Low-Income ■ Underprepared
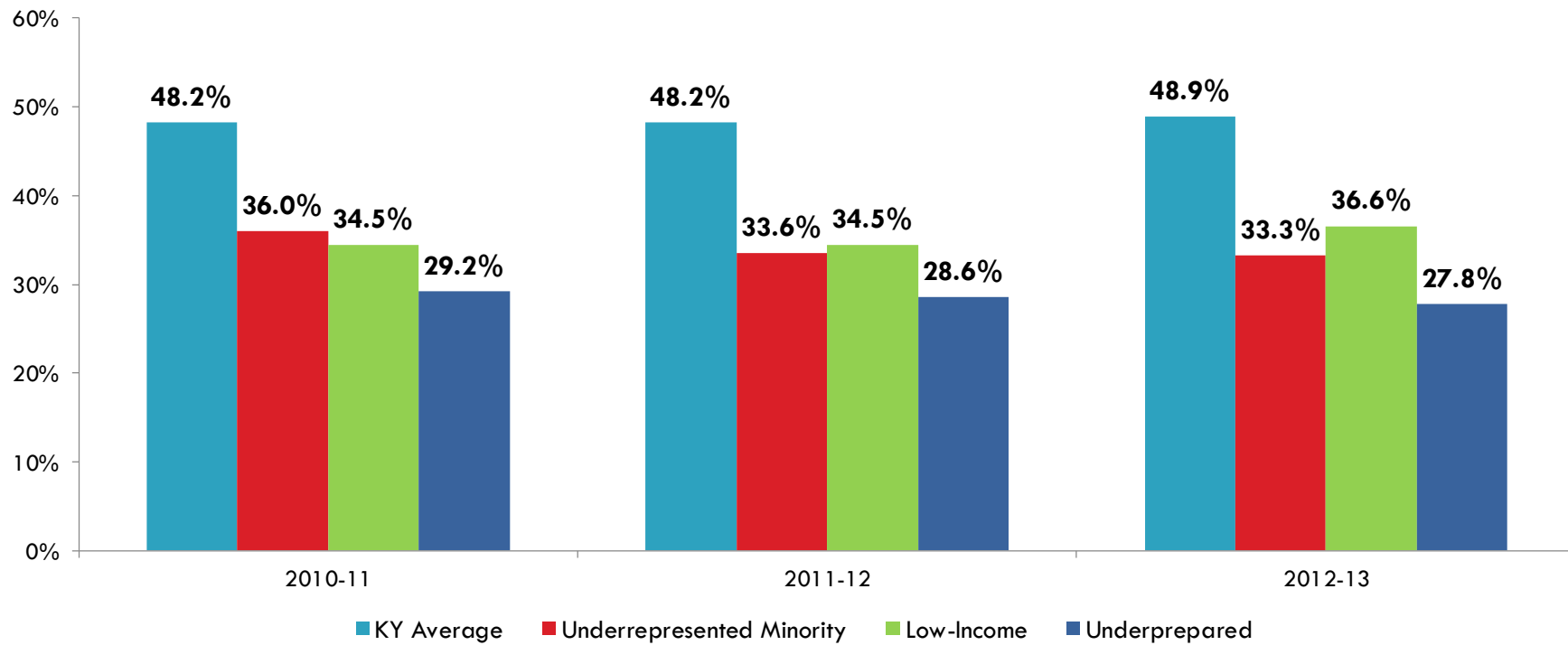
Cultural Competency

Policies and practices at the organizational level and values, beliefs and behaviors at the individual level that enable effective cross-cultural interactions among students, employees, clients, and community.

5 Essential Elements:

➢ Valuing diversity

➢ Having the capacity for cultural self-assessment

➢ Being conscious of the dynamics inherent when cultures interact

➢ Having institutionalized cultural knowledge

➢ Having developed adaptations to service delivery reflecting an understanding of cultural diversity

Current Initiatives

Current Statewide Initiatives

➢ Statewide Diversity Policy & Institution Plans

➢ Degree Program Eligibility (SB 398)

➢ Governor's Minority Student College Preparation Program (GMSCPP)

➢ Academically Proficient High School Jr/Sr Diversity Conference

➢ SREB Doctoral Scholars Program

➢ Kentucky Latino Education Alliance (K'LEA)

➢ LGBTQ Programs on Campuses

➢ Gender Equity Programs (KY Girls STEM Collaborative)

Statewide Diversity Policy

Four Focus Areas:

STUDENT BODY DIVERSITY	STUDENT SUCCESS	WORKFORCE DIVERSITY	CAMPUS CLIMATE

Adopted by CPE: September 12, 2010
Adopted by CEO: August 23, 2010

# Degree Program Eligibility

- ✓ Annual performance assessment of public institutions on a number of diversity indicators

- ✓ Campuses report to the CEO annually

- ✓ CPE postpones approval of new academic programs for campuses not meeting diversity goals

- ✓ Campuses can apply for a waiver

GMSCPP

- ✓ Educational Enrichment Activities
- ✓ Pre/Post Testing
- ✓ Parent Involvement
- ✓ Introduction to STEM
- ✓ Mentoring/Tutoring
- ✓ Annual Statewide Conference
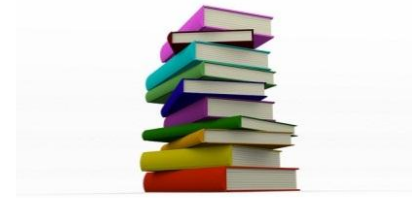
Academically Proficient High School Jr/Sr Diversity Conference

Students Receive:

- Dialogue with campus reps.
- Campus tour
- Overnight stay
- Workshops
- College & career fair

Parents Receive:

- Info. on admission process
- Q&A with campus reps.
- Locating campus resources
- Finding the best fit

SREB Doctoral Scholars

➢ Supports diverse Ph.D. students who seek careers as faculty

➢ Provides multiple layers of support:

- financial assistance
- academic/research funding
- career counseling/job postings
- scholar counseling and advocacy

➢ Kentucky has served 122 scholars through the program

- 78 are program graduates

- 21 employed in KY

- 10 are tenured faculty

K'LEA

- ✓ A cross-sector, cross-agency partnership to increase the number of Latinos who obtain a postsecondary degree or credential.

- ✓ A diverse mix of 24 agencies, organizations and individuals from higher education, K-12, workforce/professional organizations, policy, and community based organizations.

- ✓ K'LEA partners directly served 5,212 Latino students in 2013-14. The partnership collectively educates, serves and supports 15,928 students.

Stronger By Degrees

Current Mission:

To deliver a world-class education to students, create and apply new knowledge, and grow the economy of the Commonwealth.

Four Focus Areas:

- College Readiness
- Student Success
- Research, Economic, and Community Development
- Efficiency & Innovation

Accountability

- ☐ Statewide metrics

- ☐ Institutional metrics

- ☐ Online dashboard

- ☐ Annual accountability report

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Objectives/Strategies Related to Diversity:

Policy Objective 1: Increase the number of college-ready Kentuckians entering postsecondary education

Specific Strategy

➤ 1.3. Strengthen the college-going culture among diverse students

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Objectives/Strategies Related to Diversity:

Policy Objective 4: Increase high-quality degree production and completion rates at all levels and close achievement gaps, particularly for lower-income, underprepared, and underrepresented minority students.

Specific Strategy

➢ **4.7.** Implement a Statewide Diversity Policy that recognizes diversity as a vital component of the state's educational and economic development.

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Metric Related to Diversity:

Graduation rate gaps of low-income, underprepared and underrepresented minority students at the bachelor and associate degree levels

Time to Brainstorm